

Control No.

NOTICE	OF	RESULT	S
(Joint A	sse	essment)

Republic of the Philippines

Regional Office Address

DEPARTMENT OF LABOR AND EMPLOYMENT Regional Office No. Tel. No.: 234-3317 NAME OF NATURE OF DATE OF DATE OF LAST AUTHORITY NO. OWNER/PRESIDENT/MANAGER **BUSINESS ASSESSMENT ASSESSMENT** JA-2014-10-TCFO-Nathaniel Kaw Retail October 21, 2014 NAD 515 NAME OF ESTABLISHMENT ADDRESS OF ESTABLISHMENT Gomeco Metal Corp. (Mandaue Branch) VNU Arcade, North Road, Paknaan, Mandaue City The following deficiencies were not complied: General Labor Standards: 1. Proof of remittance and coverage of SSS, Philhealth, Pagibig. Occupational Safety and Health Standards: 1. Rule 1020 (Registration of Establishment).
2. Policies on HIV/AIDS, Hep. B, TB, Drug Free Workplace.
3. Anti-sexual harassment policy with CODI. Any questions on the above findings shall be submitted to this Office within five (5) days from receipt of this Notice and correction thereof shall be done within ten (10) days. This notice shall be posted conspicuously in the premises of the workplace. Unauthorized removal of this Notice by any person shall be dealt with law. SERVED BY: **SERVED TO:** Date: Signature Date: Signature Printed Name: Printed Name: Position/Designation: (Process Server) ASSESSMENT CONDUCTED BY: Ray Martin G. Codinera

		_
Documents Attached:		
() Affidavit of employee/s interviewed	() Certified True Copy Payrolls	
() Computation sheet for wages due	() Daily Time Records	
No. of sheets	() Employment Contracts	
() Restitution Payroll	() Others, specify	

Labor Laws Compliance Officer





Republic of the Philippines DEPARTMENT OF LABOR AND EMPLOYMENT Regional Office No.

FORM 6

Control No. _

		GEMENT RECEIPT		
WHER/PRESIDENT/MANAGER HATHANIEL FAW	NATURE OF BUSINESS Refail	DATE OF ASSESSMENT 10 2 14	DATE OF LAST ASSESSMENT	TOPO-515
NAME OF ESTABLISHMENT come co Matal Grp. (M	andone Bran	nch) unit DADP	RESS OF ESTABLISHM Arcade Man dans	Eny North Road,
I hereby acknowledge that I have seen, in the Electronic Assessment Checklist:	read and understa	and the findings of the	assessment conducted	as reflected
The result of which are as follows:				
ON GENERAL LABOR STANDARDS (GI	LS):	1		
Underpayment of wages				
Non-payment of COLA (per Wage Order No records keeping (Payroll /payslip with	lo. 18) signature) presen	ted		
No Meal, period No Weekly Rest Periods	-		******	
No Overtime pay/premium				
No regular holiday/premium No premium pay for Special Day		1	₩.	
No premium pay for Rest Day				
No Nightshift Differential pay No Service Incentive Leave pay				-
No/Non-payment of Separation pay				
No/Non-payment of 13th month pay				
No/Non-payment of Maternity Leave No/Non-payment of Paternity Leave	V		1	
Na Non-nayment of Solo Parent Leave		1	_	
No/Non Coverage/remittances of SSS, P	hilHealth and Pag-	Ibig (2014)		
No Alian Employment Permit			4	- 1
No copies of service/contract of agre No D.O. 18-A certificate and Rule 1020	eement with sub-	contractor/s presented		
No D.O. 18-A certificate and Rule 1020	ioi each sub-contin	/		
OTHER NOTED DEFICIENCIES OF GLS:		+		
OTHER NOTED DEFICIENCIES OF GLS.				
			•	
			•	
		-		
				,
OCCUPATIONAL SAFETY AND HEAL	TH STANDA'RDS			40
		*l. 1000	(conclude	on of Establishm
No Policies and Porgrams on the following anti-Sexual harassment with CODI	pwing:	- pure 10 W	(229 13 410 411	0 0 M3.
b brug-Free Workplace			46	
CHIV/AIDS				
d Repatitis B				
e. Tuberculosis	Mari			
No Administrative Reports Submitted				1
a.Minutes of Meeting on Health & Sa b. Employee's Work Accident/Illnes	tety Committee	(for every accident)		
b. Employee's Work Accident/Illnes	ss exposure Data	(lot every decidency		
c. Annual Work Accident/Illness Expo	Sule Data		1/	
d. Annual Medical Report			ľ	
In view thereof, an Action Plan to corre		ted deficiencies chall he s	ubmitted within ten (10)	days upon receipt hereof,
In view thereof, an Action Plan to corre otherwise, a Notice of Result shall be is	sued.	ten dettetettetes stran be s		and the state of t
otherwise, a Notice of Result shall be is	55041			
		(Employer's Re	presentative)	
(Employees' Representative) EXPLAINED TO AND RESEIVED E	BY: ,	EXPLAINED TO	AND RECEIVED BY:	
EXPLAINED TO AND RESERVED D	M-	21-14	The	10/21/14
Signature	Date:	Signature	IN MINEDAT	BALLAGUT
Signature Printed Name:		Printed Name:	POM	N oppler
Printed Name: Position/Designation:	vill Cit	Position/Design		
Postuon/ Designation.		- At		
	ASSESS	MENT CONDUCTED B	X:	
	Signature /	lay martin	odinera	,i
	LLCO	10/21/14	S-4- 9	
	Date:			-

	San
-4 1 4 7 1 4 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1	IE EMPLOYER
If no action plan was formulated during the conduct of Joint-assessment, the employer shall formulat Officer. The employer shall submit the accomplished Details of Action Plan to the Regional Office with issued	te the said action plan based on the accomplishment checklist issued by the Labor Laws Compliance thin ten (10) days from the conduct of joint assessment, otherwise, a Notice of Results shall be
Part VI FOR LABOR LAWS COMPLIA	ANCE OFFICER USE ONLY
1st Assessment Brief Summary of Findings & Recommendation:	Follow-up Assessment Brief Summary of Findings & Recommendation:
Conducted By: Pay Martin Codiners	Conducted By: Name and Position of LLCO Date
Name and Position of LLCO	Marine and Logition of creco
1. Name & Signature of Employees' Representative	Findings/Recommendation explained to: 1
DOLE PROGRAMS AND SERVICES PROVIDED	LABOR RELATIONS CONCERNS
Date Conducted	Freedom of Association Untair Labor Practice Cite: with Labor Management Council with Grievance Machinery with Collective Bargaining Agreement
Part VII REGIONAL OFFICE USE OF	NEY A 1
Part VII STATUS/ACTION TAKEN/RECOMMENDATION: (For monitoring purposes, please indicate the date.) Denied Access-Notice of Results issued Cannot be located For Follow-up Assessment Issued Notice of Results For Mandatory Conference COC on GLS issued COC on GLS issued COC on OSHS issued Incentivizing Compliance Program Awarded Incentivizing Compliance Program Awarded COC on LSCC Issued Incentivizing Compliance Program Awarded Incentivizing Compliance Program Awarded COC on LSCC Issued Incentivizing Compliance Program Awarded Incentivizing Compliance Gawad Kaligtasan at Kalusugan Productivity Olympics Effecting Plant Level Restitution/Correction Amount Involved Workers Benefited Provided Approprize Assistance Leading to Compliance Specify assistance: Review and Evaluated By: FO/DO/TSSD Chief Date: TRANSCRIPTION OF RECO	For Submission of action plan/Checkilst issued Submitted For Submission of Status Report Submitted Fully Implemented Action Plan For Issuance of Compliance Order Submitted Work Stoppage Order Issued Uffted Apoeal Filed For Issuance Writ of Execution Issued For Publication For Publication For Referral to TCCLS For Issuance of TCCLS For Issuance For Issuance
☐ Notice of Results ☐ Production	n Records Payroll Restitution
Affidavit of Employees Interviewed Daily Time	e Records Others
Payroll Computati	ion of Backwages

Payroll

Republic of the Philippines DEPARTMENT OF LABOR AND EMPLOYMENT Regional Office No. _____ (Address)

REPUBLIC	OF	THE	PHILIPP	INES
				755

	AFFIDAVIT
	I, FOUND GAUS Trears of age, single/married and residing at
	1, 1000 GAUS Fears of age, single/married and residing at
having	been sworn in accordance with law, depose and say:
	I am working/employee of Working/employee of Working/employee of Working/employee
1)	am working/employee of W
	11-11
2)	The owner /president /manager of the Company is Paffanie GW
4)	The office of production of the control of the cont
3)	The nature of the Company's / Employer's business is:
	Retail Construction
	☐ Wholesale
	☐ Service
	☐ Manufacturing
13	and my work schedule
4)	I work as
	- 8 -8 por roun - Jan
5)	The current number of employees of the Company/Employer.
-,	less than 10 employees
	51-199 employees
6)	Currently, my employment status is:
	Apprentice Probationary
	☐ Learner ☐ Regular
	7 2 12 4
7)	I started working in the Company / my Employer on \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \
.,	
8)	My salary wage is computed on:
	Daily basis Others:
	Commission basis
	Monthly basis
9)	Pakyaw basis My daily salary rate/monthly salary/rate per piece is: 340 with COLA of
2)	15-30
10)	I receive my salary every:
	I am / I am not given a copy of my pay slip and I receive / I do not receive the net pay shown in the pay slip.
11)	
121	I received / I do not receive the net pay shown in the pay slip.
12)	THE COLOR OF THE PARTY OF THE P
13)	I am regularly given a meal break of hours from to hours from
	I work / I do not work / I sometimes work from 10:00 p.m. to 6:00 a.m. and I am / I am not paid the 10% night shift
14)	I work / I do not work / I sometimes work it oil 10.00 pass
	differential pay.
15)	I render / I do not render hours of overtime work (work rendered in excess of 8 hours in a day):
13)	Every dayOthers:
16)	I am paid / I am not paid for every hour of overtime work rendered on:
4	Ordinary Days
	☐ Rest Days
	C Openie - O
	Regular Days

Republic of the Philippines DEPARTMENT OF LABOR AND EMPLOYMENT Regional Office No.



Labor Laws Compliance Assessment Checklist

Authority No. JA-2014-10 - T40 - J75

Instructions: This checklist shall be accomplished by the Labor Laws Compliance Officer (LLCO) with the participation of the duly authorized representative of employer and workers. Please put a check (v) mark in the appropriate column to indicate compliance with labor standards, if not applicable, put NA in the complied columns.

Part I	- 1.10	CV	Man	dane Br	GENERA	LINFO	RMATION	D VV	14 4	. 1.	-		,	0.00	
Name of Es						Addres	s Unit	D V P	n. pro	cade,	Ce !	ou 1	2014	4 1000	CAO Lode
GOV		2 W	18+0	1 Corp			Pakn	gan,	ma	ndau	e 1	City	1		PSIC Code
Owner/Pre			10	1.4		Kind of	Business/Eco								
Nat	han	10	L	w			Re		Manning Agency						
	Employ	nent		No. of Apprentice	A	Author	ized Capitaliz	ation (As of the la	test date of a	urit)	1		of Union		SEBA:
A C	1-			No. of Short-Term				NA	9					Representa	tive: Pone
Age Group	Female	Male	Total	No of Casual/Sea		Account of the last	eck it BMBE					BA Dura	tion:		you
Below 15 15-17 yrs.				No. of Aliens Emp	Oloyed	Fotal A	ssets (As of the	latest date of aud	^			art :		End:_	
18-30 yrs.	30 yrs. ove 30 value V V V V V No. of Shifts: No. of Workers/Shift: 4						n mi messay warnes rentere	PAI	Y		C	neck if (Contracti		actor, if applicable
Above 30 Total							-\/151¢		Type of w				truction		er Service Provider
							nt Assessment		-	-hatardous			rity Agen		
Check If	Bus Comp	3114		No of Buses:			mpliance Visit		[erdous			orial Age		
				No. of Bus Drivers		LJ OS	HS Investigation	-	M. Contraction of the Contractio	ly-hazardous	150	ate the	Name a	nd Address	of the principal/s:
Data of Lan	Areace	ant Alleit	(Lassa a tri a	No. of Conductor	5:		1st asses		J Fallow-up	assessment					
Date of Last	142267MU	e111/ 4/21[/	mvestig	autili;		Name o		lepresentative:	lavas	1	Name	of Empli	oyees' Re	presentative	è:
Part II-A					GENERALI		STANDARD	SCOMPLIAN	CEINDI	ATORS					
	-				STITEMALI	1	- I ANDARD		L. DELINE	1,010	-				
								1st assessme						liow-up ass	essmein
		Genera	l Labor	r Standards (GLS	5)	C	OMPLIED	REQUI	RED CORRECT	7	-	COI	RRECTED		
						YES/	NO	Amount	Workers	Schedule of Correction	YES	NO	Date	Workers Benefited	Remarks/Status
Minimum V	Vane					1									
	sic Wage	2				V//			-				-		
			ance (C	OLA), if applicable)	1			-						
Pr	escribed	piece rat	6		Children and the second	2									
Tv	vo-tiered	compens	ation s	cheme		1									
				for (maximum hou hour period, Sec.	irs of work shall not 3. DO 118-12i	44	12			1					
						4		-						-	
				time-on for regula If not less than 20	r meals, which is not	1									
					s of work and subject	, /									
to certain o					o or were time outgoor	V									
			s than	24 consecutive ho	urs after every six (6)				-				-		
consecutiv						1									
				urly rate for work p ocial or regular ho	performed on ordinary liday)	1									
						V			-	-				-	
shall be pa	id additic	nal 1009	6 of dail		on regular noliday egular holiday falling ereof)	1			- Charles - Common Comm						
					n special days shall	/									
				0%; special day w be paid additiona	ork tailing on I 50% of daily rate)	V									
on rest day	is; additio	nal 50%	for wor		e for work performed rest day which is also le of 200%)	V									
of work per	rformed b	etween	10pm -	6am)	ar waye for each hour	NH	4								
	ear of se				ear for those with at used	1	Y								
	Pay (wh	ere term	ination i	s due to authorize	ed causes-Art. 283 &	1/									

	1st assessment					Follow-up assessment CORRECTED						
General Labor Standards (GLS)	C	OMPIJED	REQUI	RED CORREC	7	-	COF	RECTED	Workers	Remarks/Status		
	YES	NO	Amount	Workers	Schedule of Correction	YES	OM	Date	Benefited	NGINEIN OCCUP		
3th Month Pay (P.D. 851) (not less than 1/12 of total basic salary earned	1	1	-									
within calendar year. Does not include COLA and other benefits not	/											
ntegrated as part of basic salary. To be paid not later than 24 December of	1/											
ach year.)												
Naternity Leave (R.A. 8282) (60 days for normal delivery/ 78 days for	1											
easarian section; benefit for first 4 deliveries, abortion/miscarriage)	1											
Paternity Leave (R.A. 8187) (seven days with pay including allowance for	0											
he first 4 deliveries; not convertible to cash)	1					-		-				
Solo Parent Leave (R.A. 8972) (not more than 7 working days every year)								-				
	1					-						
eave for Victims of Violence Against Women and their Children (R.A.	1		1									
262) (10 days with full pay)	V	1		-		-	-		-			
Special Leave for Women (R.A. 9710) (2 months of leave with full pay	/	-								1		
pased on her gross monthly compensation due to gynecological disorder	V											
surgery)	-				-	-	-		1			
Retirement Pay (R.A. 7641/R.A. 8558) (distinct and separate from SSS	. 1											
penefits) Optional - age 60 but not more than 65 & 5 years of service,	1											
Compulsory - age 65 & 5 years of service	-	-	-		+	+	-	1	1			
Service Charge (collected by most hotels, restaurants and similar												
establishments. 85% shall be distributed equally among the rank-and-file employees and 15% for management to answer for losses and breakages	I W	N								1 0		
and for distribution to managerial employees at the discretion of	101	No										
management.)		and the same of th										
Records Keeping (Employment records e.g. payrolls, DTR kapt at		1										
vorkplace for at least 3 yrs.)		1										
Time of Payment of Wages (wages shall be paid not less than once every 2	. /	/										
weeks or twice a month at intervals not exceeding 16 days)	11/	1							1			
Expanded Breastfeeding Promotion Act of 2009 (R.A. 10028) Lactation		1							1			
Station/ Lactation Break	1	/					-	-				
Anti-Sexual Harassment Law (R.A. 7877)		1/			-	-	-	-		-		
Railonalizing the Implementation of Family Welfare Program (D.O. No. 56-	1											
03) Family Welfare Program and Family Welfare Committee (mandatory in												
establishments employing 200 & above workers)												
								-		-		
Alien Employment Permit (D.O. No. 97, s. 2009 as amended by D.O. No.												
120, s. 2012)	-						-	+				
Child Labor Law (R. A. 9231) Work Permit, employable age, work hours,	1											
hazardous works	-											
Rules Implementing Articles 106 to 109 of the Labor Code (Department	11	11/2										
Order No. 18-A, series of 2011)	1	J-11-1		7		1		1	T			
Section 6. Prohibition against labor-only contracting (contractor	1											
has no substantial capital or investment, and employees are performing activities necessary or destrable to the operations;												
contractor has no control on the performance of work)												
	-	-	-				+	1				
Section 7, Other Prohibitions	-				-	-	-	-	-			
Contracting out results in the termination or reduction of												
regular employees and reduction of workhours or reduction or	1											
splitting of the bargaining unit.	-					-	-	-	-			
2. Contracting out of work with a "Cabo".	-						-	-	-			
3. Taking undue advantage of the economic situation or lack of												
bargaining strength of the contractor's employees, or undermining												
their security of tenure or basic rights, or circumventing the	1								1			
provisions of regular employment, in any of the following instances	-	-		-		-	-					
 Requiring them to perform functions which are currently being performed by the regular employees of the principal; 												
	-					-	-	-				
il. Requiring them to sign, as a precondition to employment of	IT A											
continued employment, an antedated resignation letter, a	1											
blank payroll; a waiver of labor standards; or a quitclaim												
releasing the principal, contractor or from any liability as to	1											
payment of future claims.	-	-						-	1			
4. Contracting cut of a job, work or service through an In-house												
agency.	-	-										
Contracting out of a job, work or service that is necessary or desirable or directly related to the business or operation of the	1											
principal by reason of a strike or lockout whether actual or	1											
6. Contracting out of a job, work or service being performed by	1											
Contracting out of a job, work or service being performed by union members when such will interfere with, restrain or coerce.												
employees in the exercise of their rights to self-organization as	1											
provided in Art. 248 (c) of the Labor Code, as amended.	1											
Repeated hiring of employees under an employment contract of the contract	f											
short duration or under a Service Agreement of short duration with	h											
the same or different contractors, which circumvents the Labor												
Code provisions on Security of Tenure.												

Requiring employees under a subcontracting arrangement to sign a contract fixing the period of employment to a term shorter.		T									
than the term of the Service Agreement, unless the contract is											
divisible into phases for which substantially different skills are											
required and this is made known to the employee at the time of	1	1									
engagement. 9. Refusal to provide a copy of the Service Agreement and the		#				+					
employment contracts between the contractor and the employees		1									
deployed to work in the bargaining unit of the principal's certified		11									
bargaining agent to the sole and exclusive bargaining agent		11									
(SEBA).		1				-					
 Engaging or maintaining by the principal of subcontracted employees in excess of those provided for in the CBA or as set by 											
the Industry Tripartite Council (ITC).					1		1				
Section 8. Rights of contractor's employees.		1									
a. Safe and healthful working conditions;											
b. Labor standards such as but not limited to service incentive											
leave, rest days, overtime pay, holiday pay, 13th month pay, and separation pay as may be provided in the Service Agreement or											
under the Labor Code;											
c. Retirement benefits under the SSS or retirement plans of the	1		111								
contractor, if there is any;			IN A			-					
d. Social security and welfare benefits;	-	7	110	 -	-						
 s. Self-organization, collective bargaining and peaceful concerted activities; and 		1									
f. Security of tenure.	-	1		 -	-						
Section 9, Required Contracts (Standard Computation and	-	11		 +							
Standard Service Agreement)											
a. Employment Contract (contractor and employee)											
The specific description of the Job, work or service to be											
performed; ii. The place of work and terms and conditions of	+-+				-						
employment, including the wage rate applicable; and											
iii. The term or duration of employment that must be co-											
extensive with the Service Agreement or with the specific											
phase of work for which the employee is engaged.	1		_	 		-					-
b. Service Agreement (principal and contractor)	++	-		 -					-		
 The specific description of the job, work or service being subcontracted. 											
ii. The place of work and terms and conditions governing the											
contracting arrangement, to include the agreed amount of the services to be rendered, the standard administrative fee of not less											
than 10% of the total contract cost.	1			1							
iii. Provisions ensuring compliance with all the rights and benefits o	f										
the employees under the Labor Code and existing Rules.	1			 				-		-	
Iv. A provision on the Net Financial Contracting Capacity of the											
v. A provision on the issuance of the bond/s renewable every year.	++-	_		-		-				-	
vi. The contractor shall directly remit monthly the employers' share	+							-			
and employees' contribution to the SSS, ECC, Philhealth and											
Pagibig. vil. The term or duration of engagement. The Service Agreement	+			-	-		-	-	-	-	
must conform to the DOLE Standard Computation and Standard											
Service Agreement, which form part of these Rules as Annexes "A"	1										
Section 14. Mandatory registration of contractor/ subcontractor	1										
Section 22. Semi-annual reporting		_									
Section 30. Presentation of contract/service agreement	-								J	1	
Rules Implementing Article 25 of the Labor Code (Rules and Regulations Governing Private Recruitment and Placement Agency for Local											
Employment)											
License to Operate								-	-		
Authority to Recruit Authority to Operate Branch Office	+	-				-					
Prohibited Acts under Article 34 of the Labor Code and other		-									
pertinent provisions on the PRPA Rules		_					-	-	-	-	
Submission of Monthly Reports Flexible Work Arrangements (Dept. Advisory No. 2, Series of 2009)	+				-		-				
Social Amelioration Program (R.A. 6982)	11										
Apprenticeship/Leamership Program (duly appproved by TESDA)							-	-	-		
PWD (Persons with Disability) Accessibility in support of BP 344			-				-		-		
Provisions for Night Workers - R.A. 10151/ D.O. 119-12 (Health- Assessment, Mandatory Facilities, etc.)			1								
*Social Security Act of 1997 (R.A.8282 as amended) Registration and			11/								
Remittance			0/				-	-	-		
Coverage								1			

retruction Heavy Equipment Operator TESDA Certified							-			
nstruction Heavy Equipment (CHE) Testing										
ratruction Safety Signages										
LE Approved Construction of Safety and Health Program										
pistration with Philippline Contractors Accreditation Board (PCAB)										
d. Annual Medical Report (health record of program and activities)										
(whether or not there is an accident)										
(for every accident) c. Annual Work Accident/liness Exposure Data	-									
b. Employee's Work Accident/Illness Exposure Data										
ilniskative Reports on Safety and Health a. Minutes of Meeting of SHC										
rgency Mediclines linuing training related to Occupational Safety and Health										
c. Hospital	-									
b. Clinic						-				
a. Treatment Room										
ical Facilitles (treatment room, clinic, hospital)										
d. Dentist										
c. Physician										
b. Nurse										
a, First-sider										
th Personnel										
b. Safety Pracillioner										
ly Personnel A. Safety Officer										
						-				
ly and Health Organization (according to number of employees)										
c. Washing facilities	1									
a. Separate toilet b. Supply of potable water	1/2									
onal Fadilities	4									
(cal harm)										
nminent Danger Situation (condition that could cause death or serious	6						1			
er Office Spacing (between workers and machines)										
de Machine Guarding (ralling or casing of moving parts)	1									
Protection Equipment/Facilities (water tank, fire extinguisher, conduct	1									
Environment Messure Environment Messure Onal Protective Equipment (provision and appropriate training)										
ove ventriation)	1-					-				
me Contaminant Control (provide PPE, improve technical process,	1									
ition Exposure Control (provide PPE, examination of work area)	1									
er Ventilation (provision of natural or artificial air supply)	1/1									
Pollution Control (provide appropriate PPE or isolation of work area)	1									
late Lighting (in Work Areas, in aisles and passageways)	1									
(u	1/0									
tals Handling and Storage (appropriate labels, dottling and storage) Disposal System (waste receptacle and its removal; drainage	1									
gency Exits (2 per floor with no obstructions)	1/1									
	1/1								-	
Housekeeping (conditions of floors, walls and storage rooms)	1/						-			
sngis Allw bna Ingled bna dibiw Inelolitus) syswegesze9tele else (sprioner)	/									
Uation of Establishments (Rule 1020, OSHS)		1								
Occupational Safety and Health Standards (OSHS)	YES	ON	Remarks	Workers	Schedule of Correction	LES	ON	Date	atacholy bafflanad	Remarks/Status
		MPLIED	nemassas is i					Foll RECTED	esse dn-mo	
Remittance Occupational	T34A2 1	A BUD HEA	AGNATS HT.	RDS CON	PUANCE	NDIC	ЗЯОТА			
Coverage Remittance		1								
Fation and Remittance		1/2				-		-	-	
Remittance health Insurance Act of 1995 (R.A. 7875 as amended)		1/2								
Coverage		1				-	-		-	
tration and Remittance		1/2		-		-		-		
Remittance e Development Mutual Fund Law of 2009 (R.A. 9679 as amended)		1								
	1	1//								

lance with the Maritime Labour Convention of 2006 on 1.4: Seafarer's Recruitment and Placement)									
an ISO certified (identify certifying body)									
an MLC 2006 certified compliant (identify certifying body)	1								
Information service on the No Placement Fee Policy Documentation of procedures for registration, recruitment, selection and deployment of seafarers									
examination to DOH accredited hospitals/clinics duly designated by the company/manning agency without cost to the seafarers									
Employment/deployment only of seafarers that: (a) have passed the qualification requirements of the employer; (b) have passed the prescribed medical examination; and (c) possessed valid certificates of competency/proficiency for duties on board ship							-		
Maintenance of confidential registry of recruited seafarers which contains, among others: (a) Personal Data; (b) Qualification/Competencies; (c) Record of Employment; and (d) Medical Data relevant to employment	Y	N	h						
Employment only of qualified recruitment and selection staff with releavant sea service experience and have relevant knowledge of the maritime international instruments on training, certification and labour standards									
Implementation of the Standard Employment Contract (SEC) for all recruited and deployed seafarers									
Orientation of seafarers of their rights and duties under the SEC and CBA where applicable									
Maintenance of an in-house grievance machinery unit to respond to complaints of seafarers and their families		nto con complete to							
Implementation of a PDOS program pursuant to the standards prescribed by the OWWA, including the information regarding possible problems that may be encountered when employed on ships that files the flag of a state that has not ratified the convention.									
Implementation of a Special PDOS specific to principals'/employers company policies and ships' technical information/requirement (Indicate, if any)									
V FINDINGS ON OCCUPATIONA Imminent Danger Dangerous Occurences Attached Government Safety Engineer's Accident Investigation Report	A	ccident	resulting to	Disablin		OSHS:	violation in	14** 44 1 11 4	
V SUMMARY OF EMP	LOYERS	S' PLAN	OF ACTION		A STATE OF	 		1.5	
Will correct all ooted deficiencies. Report on corrections/restitution later than	s shall be	e submitt	ed to the Reg	ional Offic	e not				

							-				
Construction Worker's Skills Certificate for Critical Occupations											
Guidelines for the Implementation of a Drug-Free Workplace Policies and		/									
Programs (D.O. No. 53-03)		1/									
Guidelines for the Implementation of HIV and AIDS Prevention and Control in the			1								
Workplace Program (D.O. No. 102-10)		1/									
Guidelines for the Implementation of a Workplace Policy and Program on Hepatitis			-								
		1/	1								
B (Dept. Advisory No. 05, series of 2010)		V	-								
Guidelines for the Implementation of Policy and Program on Tubercolisis		1	/								
Prevention and Control in the Workplace (D.O. 73-05)		V			20101-27	P1. 16.	4.0300	1. 27.	1200	, 2: h.	
Part II-B.2 Occupational Safety and Health Standards-Technical	O-falor	Osinallan	e ne			intrint factors	/ miant	tachur	n and a		
Part II-B.2 Occupational Safety and Health Standards-Technical	Sarety	Compliani	ce ino	nestots (Applic	able III IIIde	Istrial Tactory	Historic	i o curta	A cauci tal		
	C.P. W	1.11	and list	MES PLAN		- Maria a N	1				-;
				1st assessme	nt				Fo	low-up assi	essment
COMPLIANCE IMPICATORS	0	OMPLIED		REQUIR	RED CORREC	CTION		COF	RECTED		
COMPLIANCE INDIGATORS		T			Workers	Schedule of				Workers	Remarks/Status
	YES	NO		Remarks	Involved	Correction	YES	NO	Data	Benefited	
					-	-			-		
Boiler - permit to operate	-		-		-		-				
Pressure Vessel - permit to operate	,	A				-	-			-	
Internal Combustion Engine - permit to operate		1			-	-	-			-	
Elevators and other Related Equipment - with permit to operate						-	-		-		
Power Piping Lines Inspection - permit to operate							-		-		
Crane and Holst Equipment - permit to operate										-	
Turbine - permit to operate							-				
Electrical Wiring Installation Inspection (Rule 1210) (Cert. of electrical											
inspection)											
Part III POEA COMPLIANCE INDICAT	ORSE	ORRECE	RUITI	MENT/MAN	NING AG	ENCIES	P. William	2000	44.5	Harris Study	
FOLA COMPETANCE NOTES	OIG.	011112				TY SHIP I	1 -11 190	-		ollow-up ass	
COMPLIANCE INDICATORS				1st assessme	HIL		-			mow up acc	
COMPENSANCE INDICATORS	0	OMPLIED		REQUI	RED CORRE	CTION		co	RRECTE	0	Remarks/Status
	WEG	1/ 1/0		Remarks	Sebadula	of Correction	YES	NO		Date	regital naturation
	YES	NO	Name of the last	Venumva	Ootterate	01001100011	-	110	-	-	THE RESERVE THE PARTY OF THE PA
Office Layout & Measurement (at Least 100 sq. m.)		1									
		1									
Notarized Contract of Lease (Indicates validity period, name of the		A						1	1		
agency as the lessee, complete address, office space measurement,		li									
use of premises, authorized signatories)				1							
use of premises, authorized signaturies,		V	[4]	10							
Facilities and Equipment		4	110	VX							
	-	1	¥				1	T	T		
Basic communication facilities (Telephone, fax machine,		11			}				1		
computer w/ internet)		1			-		-				
This a shall the said to be affine and a cliental		11									
Tables & chairs (Proportionate to no. of personnel & clients)								1			
Office personnel if registered w/ POEA											
Office personner if registered wy POEA	-	4									
Requirements for renewal & annual Inspection	1										
	-	1		1	1		T	1			
Books of accounts (cash receipts book & cash disbursements		1		1							
book duly registered w/ the BIR, and indicating income &											
expenses of the agency)							-	-			
Official receipts duly registered w/ the BIR indicating permit											
number											
Latest SSS/Philhealth/Pagibig proof of payment (for											
seabased agencies)		1									
Posting of company signboard, valid license, POEA door	-			1							
sticker, Kaukulang Bayad poster, organizational chart & Anti	1	1									
Illegal Recruitment Posters	1								1		
	-	-			-		-				
Job openings/vacancies posted within the agency premises		11					1		}		
(sec 1 & 2 Rule V (SB) & VII (LB) part II of POEA rules							1				
							-		-		
Internal and an all and the short and the sh											
Interview applicants to check position applied for, status of											
application, amount/fees charged, nature of charges &											
other terms & condition of application/employment											
	-	-			-			-			
Latest audited financial statements (for annual inspection)											
	-						-	-	-		
	1										
Presence and Purpose of Foreigner in the agency's premises	5										
		1									